

VIRGINIA EMPLOYMENT COMMISSION

MEMORANDUM TO:

DATE 3/19/2010

Florida <u>X</u>	North Carolina <u>X</u>	Kentucky <u>X</u>	Pennsylvania <u>X</u>
Texas <u>X</u>	South Carolina <u>X</u>	West Va. <u>X</u>	Maryland <u>X</u>
Georgia <u>X</u>	Puerto Rico <u>X</u>	Delaware <u>X</u>	Other <u>Alabama</u>

FROM: Rural Services Manager
Virginia Employment Commission
P. O. Box 1358
Richmond, Virginia 23211

SUBJECT: Request for Extension of Clearance Order No. 157556

Extension is requested for the 1 cop(ies) of the order which is/are attached,

dated 3/19/2010 for 648, Farmworker 45-2092-02
(No. of Openings) (Occupational Title and Code)

to be sent to the offices of your choice.

COMMENTS: Please indicate below the action taken by your office.


(signature)

* * * * *

DATE _____

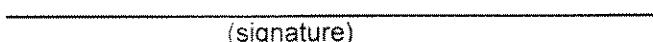
The above request has been reviewed and action taken as indicated below:

ACCEPTED _____ Location(s) to which extend:

REJECTED _____ Reason for Rejection: _____

COMMENTS:

Number of additional copies required. _____


(signature)

Agricultura y/o Fábrica Procesamiento Clearance Item:
Forma de E. Inválida para Agricultura y Procesamiento de Alimentos

Employer Name and Address (Number, Street, City, State, Zip Code) and telephone number
Número y Dirección del Empleador (Número calle, ciudad, código postal y teléfono)

Virginia Agency and Postal Department 17750 - 1780
P.O. Box 17750, P.O. Box 1780

17750 P.O. Box 17750, 1780

See Attachment for W-2A Grower Member Name & Addresses
Vea Anexo para Nombre Miembro Productor & direcciones

Various locations in Virginia, USA

See addendum for addresses of each farm

(see attachment / para más detalles vea)

1. Location and Description of Housing / Dirección y Descripción de la Vivienda

See copies of 338's for description of
housing at each farm location.

Also see attachment 1, Item 3

(see attachment / para más detalles vea)

Board Arrangements / Arreglo de Alojamiento

Workers will purchase and prepare own meals. Employer will provide free transportation
Time for lunch to be designated by employer. to and from a store once a week for supplies
Also see Attachment 1, Item 4

2. References / Referencias para el Reclutamiento de Candidatos Interviews will be conducted by the Employer's agent
during the hours of 9:30 A.M. to 3:30 P.M. Monday through Thursday and 9:30 A.M. to 11:30 A.M.
on Friday. Employer's agent will interview the person during the above mentioned hours if
necessary. (also see attachment 1, Item 5)

(see attachment / para más detalles vea)

3. Job Specifications / Descripción del Trabajo [Summary of Material Job Specifications in ENGLISH must be included inside this box]
cultivate & harvest tobacco, produce & sod.
Harvest Hay/straw. Harvest aquaculture.

Also see Attachment 1, Item 10 for additional information.

U.S. Department of Labor
Employment and Training Administration

Case # Application No. 215-734, Entered 10/21/2008

Industry Code: Crops or pasture

VA-15755G

Classification: Crop and pasture, including gardens and orchards

Farmworkers & Laborers, Crop 4820900

Area: 17750, P.O. Box 1780

319/10

06-28-2010

Employer Person: Unknown. Foreign national: No

From Date: 05-28-10, End Date: 12-03-10

7. No. of Workers Requested / Nro. de Trabajadores Pedidos

648

8. Anticipated Hours of Work per Week / Horas Anticipadas de Trabajo por Semana		Total	40
Sunday / Domingo	2	Wednesday / Miércoles	1
Monday / Lunes	7	Thursday / Jueves	4
Tuesday / Martes	7	Friday / Viernes	3
		Saturday / Sábado	5

9. Collect Calls Accepted/Se Aceptan Llamadas a Cobrar (attn. #
Employer / El Empleador Yes No 1
Local Office/Oficina Local Yes No

(see attachment / para más detalles vea)

10. Job Specifications / Descripción del Trabajo [Summary of Material Job Specifications in SPANISH must be included inside this box]

cultivar, cosechar tabaco, productos agrícolas, césped, paja y heno.
Acuacultura de la cosecha.

(see attachment / para más detalles vea)

ETA 790 (Rev. July 2004)

Job Order Wage for Productive Job	Job Order Wage for Non-Productive Job	Pay Period	Frequency of Pay				
Wage per Hour	Wage per Piece, Units/Sec.	Special Pay Comps. etc.	Deductions	SS	CG	Pay Period	Frequency of Pay
7.25			20% of	X		Weekly	
						Bi-weekly	
						Monthly	
						Quarterly	
						Yearly	

More details on contract arrangements detailed above in Part 2

(2) Transportation Arrangements / Arreglos de Transportación (Please explain) See attachment / para más detalles véase anexo

15. Is it the prevailing practice to use Farm Labor Contractors (FLC) to recruit, supervise, transport, house, or pay workers for this (these) crop activity(ies)? Es la costumbre en el área de usar Contratistas Agrícolas para reclutar, supervisar, transportar, dar vivienda, o pagarles a los trabajadores en este/estos tipo(s) de cosecha(s)/sembrado(s)? Yes/Sí No If you checked yes, what is the FLC wage for each activity? Si contestó "Sí," cual es el salario que le paga al Contratista Agrícola para cada actividad?

16. Unemployment insurance provided / Seguro por Desempleo:

Yes No

17. Workers' compensation insurance provided / Indemnización por accidente de trabajo:

Yes No

18. Are tools provided at no charge to the workers? / Se le proveen las herramientas de trabajo a los trabajadores sin cargo alguno?

Yes No

19. List any arrangements which have been made with establishment owners or agents for the payment of a commission or other benefits for sales made to workers. (If there are no such arrangements, enter "None") Indique todo acuerdo o convenio con los propietarios del establecimiento o sus representantes con respecto al pago de una comisión u otros beneficios por ventas hechas a los trabajadores. (Si no hay ningún acuerdo o convenio, indique "Ninguno")

None/Ninguno.

20. List any strike, work stoppage, slow down, or interruption of operation by the employees at the place where the workers will be employed. If there are no such incidents, enter "None" / Enumere todo huelga, paro o interrupción de las operaciones por parte de los empleados en el lugar de empleo. (Si no hay, indique "Ninguno")

None/Ninguno

21. Address of Order Holding Office (include telephone number) / Dirección de la Oficina donde se Radica la Oferta (incluya número de teléfono)

2506 Houghton Avenue
South Boston, Va. 24592 (434-572-8064)

22. Name of Local Office Representative (include direct dial telephone number) / Nombre del Representante de la Oficina Local (incluya número de teléfono)

Lafe J. Lindsey (434-549-8220)

23. Employer's Certification: This job order describes the actual terms and conditions of the employment being offered by me and contains all the material terms and conditions of the job. Certificación del Empleador: Esta orden de trabajo describe los términos y condiciones de trabajo y contiene todos los materiales, términos, y condiciones de la Oferta. Employer's Signature & Title/ Firma y Título del Empleador

Lafe J. Lindsey Executive Secretary

READ CAREFULLY in view of the statutorily established basic function of the Employment Service as a no-fee labor exchange, that is, as a forum for bringing together employers and job seekers, neither the ETA nor the State agencies are guarantors of the accuracy or truthfulness of information contained on job orders submitted by employer(s). Nor does any job order accepted or recruited upon by the One-Stop Career Center constitute a contractual job offer to which the One-Stop Career Center, ETA or a State agency is in any way a party.
LEA Y CUIDADOSAMENTE: En vista de su función básica establecida constitucionalmente el Servicio de Empleo es un intercambio gratis de trabajo para juntar a los empleadores y trabajadores que buscan empleo, ni ETA ni las agencias del estado pueden garantizar la verdad y certeza de la información contenida en la Orden de Trabajo sometida por el Empleador. Tampoco, ninguna orden de trabajo aceptada o reclutada por el Servicio de Empleos constituye una oferta contractual de la cual ETA ni la agencia del Estado son parte.

PUBLIC reporting burden for the ETA Form 700 is estimated to be approximately 60 minutes per response, including time for reviewing instructions, searching existing data sources, gathering and maintaining the needed data, and completing and reviewing the collection. Respondents' obligation to reply to these requirements are mandatory by 20 CFR 350.500. Persons are not required to respond to this collection of information unless it displays a currently valid OMB control number. Comments regarding this burden estimate or any other aspect of this collection, including suggestions for reducing the burden can be sent to the U.S. Department of Labor, Office of Workforce Investment, Room S-4221, Washington, D.C. 20510 (Paperwork Reduction Project 1-200-0134).

ATTACHMENT TO FORM ETA 790

First Week Wage Guarantee

Virginia Agricultural Growers Association, Inc., and its Grower members agree to abide by the regulations at 20 CFR 653.501(d) (2) (v) concerning the first week wage guarantee.

The basic number of hours per week is 40 hours X the Wage Rate under which this job order is accepted and advertised.

Attachment 1 BTA 790

ITEM 3 Housing is provided at no cost to workers only who are not reasonably able to return the same day to their place of residence at time of recruitment.

No tenancy in such housing is created; Employer retains possession and control of the housing premises at all times and worker, if provided housing under the terms of this Work Agreement, shall vacate the housing promptly upon termination of employment with the employer who provides such housing.

ITEM 4 In addition to providing free cooking and kitchen facilities, employer will provide transportation for workers to and from a store at least once a week for supplies. (For workers whom housing must be provided.)

ITEM 5 Interviews will be conducted by the Employer's Agent during the hours of 9:30 A.M. to 3:30 P.M., Monday through Thursday and 9:30 A.M. to 11:30 A.M. on Friday. Employer's Agent will interview the person during the above mentioned hours if necessary.

Virginia Employment Commission
2506 Houghton Avenue
South Boston, Va. 24592
Telephone: 434-572-8064

VAGA agrees to interview all U. S. workers referred by the State Employment Services, local or by supply states who have been screened by such employment services for:

- (1) Availability for entire season
- (2) Have transportation to job site and
- (3) Who have been fully apprised by the local employment office of the terms, conditions and nature of employment
- (4) VAGA also agrees to interview applicants who apply directly.

ITEM 8 7 hours per day is a normal work day. The worker may be requested to work 12 hours per day and/or on the Sabbath, depending on the condition in the fields, weather, and maturity of the crops.

ITEM 10

cultivate and Harvest tobacco, produce and sod.
Harvest Hay/straw. Harvest aquiculture.

Workers will help pull plants, set plants in rows and cultivate tobacco. Considerable stooping and kneeling is required.

Workers will remove tops and suckers from tobacco plants, pull mature leaves from tobacco stalks by hand and place leaves in trailers for transport to tobacco barns for curing. Most work is done in the field, bending over pulling or topping, suckerizing stringing, hoisting, bulk storage and cutting.

In addition to cultivating and harvesting tobacco, the worker may be required to perform variable tasks related to tobacco such as the following:

Irrigation, ditching, hoeing, shoveling, loading, unloading, hauling, etc. Workers are exposed to wet weather early in the morning and through the heat of the day, working in fields. Temperatures may range from 40F to 110F. Workers may be required to work during occasional showers not severe enough to stop field operations. Employers will provide workers, without cost to them, with appropriate rain gear.

Workers may be required to assist in preparing tobacco to be placed in barns and assist with loading and unloading tobacco barns. When tobacco is removed from the curing barn, workers will be expected to assist each other by placing tobacco in bins to be baled. Bales weighing 650 to 850 pounds are mechanically loaded in trucks for transport to market.

Produce, which may include cucumbers, sweet potatoes, peppers, grapes, berries, broccoli, green beans, butterbeans, cantaloupes, peas, pumpkins watermelons, tomatoes, sweet corn, cabbage, etc., will require the activities of planting, cultivating and harvesting.

Aquiculture is also an alternative task.

Sod requires land preparation, seeding, mowing and harvesting. A machine cuts and rolls the sod. Workers stack the rolls on pallets.

Hay/Straw: Workers will move along rows of previously bailed hay/straw, bending, stooping and lifting bails, loading and stacking onto a truck or trailer.

All these activities will run concurrently with the duties listed under tobacco and is a minor part of the total percentage of hours worked. All pay is per hour.

Item 10 (cont)

Workers should be able to work on their feet in bent position for long periods of time and be able to work in barns at heights of 10 to 30 feet. Allergies to ragweed, goldenrod, insect spray, related chemicals, etc., may affect workers ability to perform the job. Workers should be physically able to do the work required with or without reasonable accommodations. Persons seeking employment in these crops should be available for the entire period requested by the grower.

Employer assures that workers will be provided transportation from living quarters to work site every day. (For workers who must be provided housing.)

Employer will accept any capable U.S. worker or workers who are capable of performing the work. Employer is willing to train worker for a period not to exceed 3 days.

Workers must possess documentation required to enable employer to comply with the employment verification requirements of IRCA.

The employer retains the right to discharge an obviously unqualified worker, malingering or recalcitrant worker who is physically able but does not demonstrate the willingness to perform the work necessary in these crops. After the 3 day training period, all workers must perform at the same level of production as other workers performing same task. (See also, Attachment 2, General Conditions).

ITEM 10A

cultivar, cosechar tabaco, productos agrícolas, césped, paja y heno.

Aquacultura de la cosecha.

Los trabajadores ayudaran a arrancar plantas, sembraran las plantas en hileras en el campo y cultivaran tabaco. Se requiere agacharse y arrodillarse considerablemente.

Los trabajadores removerán los retorcidos y vástagos de las plantas de tabaco y arrancarán las hojas maduras de los tallos a mano y colocarán las hojas en trailer para ser transportadas a almacenes de tabaco donde se secan. La mayoría del trabajo se hace en el campo, agachándose, arrancando, removiendo retorcidos, atar, levantando, almacenaje a granel y cortando tabaco.

En adición al transplante y cosecha de tabaco, se le puede requerir al trabajador que haga diferentes tareas relacionadas al tabaco como sigue: irrigar, abrir zanjas, apalcar, cargar, descargar, levantar, etc. Los trabajadores están expuestos a clima mojado desde temprano en la mañana a través del calor del día, trabajando en el campo. Las temperaturas pueden variar desde 40F hasta 110F. Se puede requerir que los trabajadores trabajen durante lluvias ocasionales que no sean lo suficientemente fuertes como para parar las operaciones en el campo. El patrón les proveerá a los trabajadores el equipo de lluvia adecuado sin costo a los trabajadores.

Se les puede requerir a los trabajadores que ayuden en la preparación del tabaco que será colocado en los almacenes y con la carga y descarga en los almacenes de tabaco. Cuando el tabaco se remueve del almacén de secado, se espera que los trabajadores se ayuden unos a los otros colocando el tabaco en contenedores para ser embalados. Los contenedores pesan 650 a 850 libras y que serán mecánicamente cargadas en los a camiones para ser transportados al mercado.

Productos agrícolas, que quizá incluya; pepinos, carnote, pimientos, uvas, berries, brócoli, ejote, habichuelas, melones, chincharras, calabaza, sandía, jitomate, elote tierno, col, etc. Requerirá de las actividades de siembra, cultivo y cosecha.

La Agricultura es también una tarea alternativa.

El césped requiere de preparar la tierra, esparcir semilla, cortar y cosechar. Una maquina corta y enrolla el césped. Los trabajadores colocan los rollos en tarimas.

Paja y Heno: Los trabajadores se moverán a lo largo de filas de paca y heno previamente flejadas, flexionando, inclinando y levantando los contenedores cargando y acomodando en un camión o trailer.

Todas estas actividades correrán concurrentemente con los deberes enumerados bajo tabaco y son una porción pequeña del porcentaje total de horas trabajadas. Todo pago es por hora.

Los trabajadores deben poder trabajar de pie en una posición doblada por largos períodos de tiempo y poder trabajar en graneros a alturas de 10 a 30 pies. Alergias a ambrosia (ragweed), vara de oro (goldenrod), insecticidas, otros químicos relacionados, etc. pueden afectar su habilidad para realizar el trabajo. Los trabajadores deben estar físicamente capacitados para hacer el trabajo requerido con o sin acomodación razonable. Personas buscando empleo en estas cosechas deberán estar disponibles para el periodo completo requerido por el Patrón.

El patrón asegura que proporcionara transportación a los trabajadores desde la vivienda hasta el sitio de trabajo todos los días. (Para los trabajadores a quien se le debe proporcionar vivienda).

El patrón aceptara cualquier trabajador o trabajadores estadounidenses capaces de realizar el trabajo. El Patrón está dispuesto a adiestrar al trabajador por un periodo que no excede 3 días.

Los trabajadores deben poseer los documentos requeridos para que el Patrón pueda cumplir con los requisitos de verificación de empleo of IRCA.

El Patrón mantiene el derecho de despedir a un trabajador que obviamente sea incompetente, que finga estar enfermo o que sea un trabajador recalcitrante que esté físicamente capacitado pero que no demuestre el deseo de llevar a cabo el trabajo necesario en estas cosechas. Después del periodo de adiestramiento, todos los trabajadores deben realizar su trabajo al mismo nivel de producción que los otros trabajadores que hacen la misma tarea. (Vea también el anexo 2, de las Condiciones Generales).

ITEM 11 For each pay period, all workers hired under this job offer will be paid at the rate of \$7.25 per hour up to \$9.02 per hour.

The employer guarantees to offer the workers employment for at least 3/4 of the work days of the total period during which the work order and all extensions thereof in effect, beginning with the first work day after the arrival of the workers at the place of employment and ending on the termination date specified in the work order or its extensions, if any. If the employer offers the worker during such period less employment than required under this provision, the worker shall be paid the amount which he/she would have earned had he/she, in fact, worked for the guaranteed number of days. Employee will perform other duties related to this/these crop activities and other task required in operating a farm.

Workers are paid once a week. Employer agrees to keep and maintain adequate and accurate payroll records.

If, before the expiration date specified in the work order, the service of the workers is no longer required for reasons beyond the control of the employer due to fire, or other Act of God, such as frost, flood, drought, hail, etc., which makes the fulfillment of the contract impossible, and the RA so certified, the employer may terminate the work order. In such cases, the employer will make efforts to transfer the worker to other comparable employment acceptable to the worker. If such transfer is not effected, the worker will be returned to the place from which the worker, without intervening employment, came to work for the employer at the expense of the employer.

Employer will provide without charge, including deposit charge, all tools, supplies and equipment necessary to perform duties assigned.

In the event that a female is employed and there are no accommodations on the farm for females, then motel accommodations or the equivalent will be provided to workers to whom we must provide housing. The employer will arrange for transportation from living quarters to the worksite each day. Accommodations will include cooking facilities.

If the worker voluntarily abandons employment before the end of the job order period or is terminated for job related reasons or misconduct, the employer will not be responsible for providing or paying return transportation and subsistence expenses of the worker.

ITEM 11 The employer will make the following deductions from
(cont) the individual worker:

- a.) FICA & Federal Income Tax

Workers will be responsible for making payment to employer for the following:

- b.) Those for advances against wages
- c.) Overpayment of wages
- d.) Any loss to employer due to the worker's negligence or willful damage to tools, housing facilities and equipment.

Employer will provide workers compensation at no cost to workers covering injury and disease arising out of and in the course of workers employment. Proof of Workers' Compensation Ins will be provided to Regional Administrator prior to certification.

ITEM 12 Reimbursement for transportation and daily subsistence of _____ per day, or rate applicable at time of travel, from place of recruitment to job site will be made under the following conditions to workers for whom the employer is legally obligated to supply housing.

a) Upon completion of 50% of the job contract period or sooner. In this case, the payment shall be due on a day no later than the first working day subsequent to the completion of the minimum employment period. The amount of transportation payment will be equal to the most economical and reasonable common carrier transportation charges for the distance involved.

b) When the services of the worker is no longer required for reasons beyond the control of the employer due to fire, or other acts of God, such as frost, flood drought, hail, etc., which makes fulfillment of the work period impossible and RA so certifies.

c) When the worker cannot complete the work period due to sickness related to this/these crop activities and is so certified by a doctor selected by the employer.

Upon completion of the job contract period, the employer reserves the right to charter or otherwise arrange to provide for return transportation at the employer's election.

If the worker voluntarily abandons employment before the end of the work period or is terminated for job related reasons or misconduct, the employer will not be responsible for providing subsequent transportation and subsistence expenses.

Attachment 2
ETA 790

GENERAL CONDITIONS

All the tasks in this Job Offer constitute one (1) job; the employer may assign workers to different tasks on any day or to multiple tasks during the same day in the sole judgment of the employer.

The worker understands that if he quits or is terminated for cause prior to the end of the Period of Employment, he/she will not receive the three-fourths guarantee discussed under Item 9, will not receive certain transportation reimbursements discussed under Item 17 and may not be eligible for rehire in future years.

All guarantees shall also be void from the beginning if the worker voluntarily abandons the employment or if the worker is terminated for a lawful job-related reason.

Employer may terminate the worker for lawful job-related reasons and so notify the Job Service local office if the worker: (a) abandons the employment; three consecutive workdays of unexcused absences shall be an abandonment of employment; employee must notify the employer and secure permission for necessary absences; (b) malingers or otherwise refuses without justified cause to perform as directed the work for which the worker was recruited and hired; (c) commits serious act(s) of misconduct or serious or repeated violation(s) of the Employer's work rule(s); the Employer may make and post work rules which shall apply to this employment; the worker shall abide by such rules (a copy of General Rules is attached); (d) fails after completing the allowable training period to perform in a workmanlike manner to enable the employer to produce and sell a premium quality product; (e) provides other lawful job-related reason(s) for termination of employment. (f) This work agreement shall also be terminated by fire, hurricane, frost, flood, drought, hail, other act(s) of God or other calamity or reason beyond Employer's control that makes fulfillment of this Work Agreement impossible. "Reason beyond Employer's control" includes termination of worker, if he/she is not a U. S. worker because a U. S. worker makes himself available for the job under DOL's 50% rule.

The worker will be assigned to be employed under the terms of this agreement at the farming operation of one or more grower members of the Association. The worker will be informed of the name and address of the first Grower Member on or before the first day of his period of employment hereunder. Worker will be advised of the name and address of any subsequent grower member(s) by whom he/she is employed at the time of such transfer(s).

A copy of an Agricultural Work Agreement and Work Rules will be provided to the worker no later than the date work commences.

I request access to the Conditional Clearance System for temporary Agricultural Housing. Such Housing will comply with the full set of U. S. Department of Labor guidelines or Occupational Safety and Health Administration by June 28, 2010 (30) calendar days prior to my date of need.

Gloria A. Witter

This is to certify that Virginia Agricultural Growers Association, Inc., is filing this Job Order as Joint Employer for the Grower Members of VAGA whose names are attached.

The Employer(s) agrees to abide by the regulations at 20 CFR 655.103, Assurances, and 20 CFR 653.501.

Eliese A. Wilder

WORK RULES

Although not intended to be a complete list, these work rules are intended to provide guidance to workers of standards of conduct expected of them.

Notice is provided that violation of lawful job-related employer requirements, including these work rules, will be considered grounds for terminating worker's employment. Penalties such as suspension from work opportunity for the remainder of a day or for up to three days at a time may be made in the case of less serious violations.

Workers are expected to comply with all rules relating to discipline, attendance, work quality and effort, and the care and maintenance of all property provided to them by the employer.

1. Workers who perform sloppy work may be suspended without pay for the remainder of a workday or for up to three days in the sole judgment of their supervisor, depending on the degree of infraction, the worker's prior record and other relevant factors. Discharge of the worker may result from any subsequent offense. Such bad work includes (but is not limited to) pulling green tobacco leaves, handling leaves so roughly as to damage them, failing to pick up good leaves that may have fallen to the ground.

2. No use or possession of beer, liquor or unlawful drugs is permitted during work time or during any workday before work is completed for the day (such as during meals); workers may not report for work under the influence of beer, liquor or illegal drugs. Illegal drugs may not be used or kept on any employer premises, including housing.

3. Excessive absences will not be permitted. This is regular work for which employees are expected to be present, able and willing to perform every scheduled workday. This is not sporadic or "day work."

4. Workers shall maintain any living quarters provided to them clean and in good repair, given reasonable wear and tear. Workers shall cooperate with other workers assigned to such housing in maintaining common kitchen and living areas.

5. Workers living in employer's housing assigned to bunk beds may not separate bunk beds, as floor space in sleeping rooms is needed by all occupants.

6. Workers living in employer's housing may not cook in sleeping rooms or any other non-kitchen areas.

7. Workers may not drop paper, cans, bottles and other trash in fields or packing house area. Trash and waste receptacles must be used.

8. Workers may not take unauthorized breaks from work.

9. Workers may not leave the field or other assigned work area without permission of farmer or person in charge.

10. Workers may not enter employer's premises without authorization.

11. Workers may not begin work prior to scheduled starting time or continue working after stopping time

12. Workers living in employer's housing may not entertain guests in housing premises after 10:30 p.m. except on Saturday night on which night guest hours end at 12:00 midnight. The employer reserves the right to exclude any person(s) from visiting housing premises. No persons, other than workers assigned by employer to a room, may sleep in any room.

13. Workers may not deliberately restrict production.

14. Any worker who physically threatens another worker, the farmer or any supervisor with any tool or weapon will be subject to immediate discharge.

15. Workers may be discharged for fighting on the employer's premises, including housing premises, at any time.

16. Workers may not post or remove any notices, signs, or other instructions from the employer's bulletin boards or the employer's property without specific authority from the employer.

17. Workers will be discharged if they steal from fellow workers or from the employer.

18. Workers may not falsify indemnification, personnel, medical, production or other work-related records.

19. Workers may not willfully abuse or destroy any machinery, truck or other vehicle, equipment, tools or other property belonging to the employer or to other employees.

20. Workers may not use or operate trucks or other vehicles, machines, tools or other equipment and property to which the worker has not been specifically assigned by his supervisor. Workers may not use or operate trucks or other vehicles, tools or other equipment or property for their personal use unless expressly authorized by the employer.

21. Workers may not misuse or remove from the farm premises without authorization from his supervisor any employer property such as trucks and other vehicles, beds, refrigerator, tools, etc.

22. Workers must obey all safety rules and common safety practices and must report any injuries or accident promptly to their supervisor or the employer's office.

NORMAS DE TRABAJO

Aunque no es nuestra intención de que sea una lista completa, estas normas de trabajo tienen la intención de servirle de guía a los trabajadores en cuanto a la conducta que se espera de ellos.

Con esto se notifica que violación de los requisitos legítimos relacionados al trabajo que tenga el patrono, incluyendo estas normas de trabajo, será considerado como motivo para despedir al trabajador. Penalidades, tales como suspensión de oportunidades de trabajo para el resto del día o hasta tres días a la vez, pueden llevarse a cabo en el caso de violaciones menos graves.

Se espera que los trabajadores cumplan con todas las normas relacionadas a disciplina, asistencia al trabajo, calidad de trabajo y esfuerzo, y el cuidado y mantenimiento de toda la propiedad que el patrono le provea.

1. Cualquier trabajador que haga mal trabajo podra ser suspendido sin paga por el resto de un dia de trabajo o por hasta tres días segun la decision de su supervisor, dependiendo del grado de la infraccion, los antecedentes de trabajo del trabajador y otros factores pertinentes. El trabajador puede ser despedido si comete cualquier otra ofensa. Mal trabajo incluye (pero no esta limitado a) la recogida de hojas de tabaco verdes, el manejo teso de hojas que les cause dano, el dejar de recoger hojas buenas que hayan caido al suelo.

2. No se permite el uso o posesion de cerveza, licor ni drogas ilegales durante el tiempo de trabajo ni durante el dia de trabajo antes de que se haya terminado el trabajo (tal como durante las horas de comida); los trabajadores no pueden reportarse a trabajar mientras esten bajo la influencia de cerveza, licor or drogas ilegales. No se pueden usar ni tener drogas ilegales en la propiedad del patrono, incluyendo las viviendas.

3. No se permitiran ausencias excesivas. Este es trabajo regular, de todos los dias en el cual se espera que todos los empleados esten presentes, y capaces y dispuestos a trabajar todos los dias de trabajo. Este no es trabajo esporadico ni trabajo de dia.

4. Los trabajadores deben mantener limpias y en buen estado las areas de vivienda que se les provean, dado a desgaste razonable. Los trabajadores deben cooperar con los otros trabajadores asignados a sus areas de vivienda en el mantenimiento de las areas de cocina y vivienda.

5. Los trabajadores que viven en las viviendas del patrono que tengan asignadas camas literas, no pueden separar las camas literas, ya que todos los ocupantes necesitan el espacio en los dormitorios.

6. Los trabajadores que viven en las viviendas del patrono no pueden cocinar en los dormitorios ni en ninguna otra area que no sea de cocina.

7. Los trabajadores no deben arrojar papeles, botes, botellas y otros objetos en los campos o en las empacadoras. Basura y desperdicio deben de ponerse en los botes de basura.

8. Los trabajadores no pueden tomar recesos no autorizados durante horas de trabajo.

9. Los trabajadores no deben salir del campo u otra area de trabajo asignada sin permiso del hacendado o de la persona encargada.

10. Los trabajadores no pueden entrar a la propiedad del patrono sin autorizacion.

11. Los trabajadores no pueden comenzar a trabajar antes de la hora asignada, ni continuar trabajando despues de la hora de terminar.

12. Los trabajadores que viven en las viviendas del patrono no pueden tener visita despues de las 10:30 p.m. excepto los sábados por la noche cuando las horas de visita terminan a medianoche. El patrono reserva el derecho de excluir a cualquier persona(s) de visitar las viviendas. Nadie fuera de los trabajadores asignados a un dormitorio por el patrono, puede dormir en los dormitorios.

13. Los trabajadores no pueden eliberadamente limitar produccion.

14. Cualquier trabajador que amenaze fisicamente a otro trabajador, al hacendado o a cualquiera supervisor con alguna herramienta o arma sera despedido inmediatamente.

15. Los trabajadores podran ser despedidos por cualquier pelea que tengan en la propiedad del patrono, incluyendo el area de vivienda.

16. Los trabajadores no pueden poner ni remover avisos, letreros, ni otras instrucciones de los tablones de anuncios del patrono o de la propiedad del patrono sin autorizacion especifica del patrono.

17. Cualquier trabajador que le robe a otro trabajador o al patrono sera despedido.

18. Los trabajadores no pueden falsificar documentos de identificacion, personal, medicos, de produccion, ni otros documentos relacionados al trabajo.

19. Los trabajadores no pueden intencionalmente abusar o destruir ninguna Maquinaria, camion u otro vehiculo, equipo, herramientas u otra propiedad del patrono o de otros empleados.

20. Los trabajadores no pueden operar o usar camiones ni otros vehiculos, maquinas, herramientas ni otro equipo si no se le ha asignado especificamente por su supervisor. Los trabajadores no pueden usar o operar camiones ni otros vehiculos, herramientas u otro equipo o propiedad para su uso personal a menos que hayan sido expresamente autorizados por el patrono.

21. Los trabajadores no pueden maltratar ni remover del area de la finca sin autorizacion de su supervisor, ninguna propiedad del patrono como camiones y otros vehiculos, camas, neveras, herramientas, etc.

22. Los trabajadores deben obedecer todas las normas de seguridad y las practicas de seguridad comunes y deben reportar cualquier herida o accidente inmediatamente a su supervisor o a la oficina del patrono.

State Agency Virginia Employment Commission
Agencia Estatal

SUMMARY OF EMPLOYMENT CONDITIONS
SPECIFIED ON JOB ORDER

1. Order Number: VA 157554

2. Name of Employer:

See ES 338's and
Virginia Agricultural Growers Association

3. Location of Employer and Directions:

5037 Halifax Road
Centerville Office Building
Halifax Va. & also see ES 338's

4. Period of Employment:
From 5-28-10 To 12-03-10

5. Work Schedule:

Hours per day 7 Days per week 5-6

6. Crop and Pay:

Crop	Hourly wage	Unit of Production	Estimated	
			Piece Rate	Hourly Wage
Tobacco	\$7.25 up to \$9.02			
Produce				
Hay/Straw				
Sod				
Acquiculture				

Bonus:

7. Work tasks to be performed:

Regular: tobacco, pull mature leaves, tapping, suckerizing, pulling stringing, hoisting, bulk storage & cutting.

Alternate tasks and pay during first week in case of crop delay (see item 12):

SUMARIO DE LAS CONDICIONES DE EMPLEO QUE SON
ESPECIFICADAS EN LA ORDEN DE TRABAJO

1. Numero de la Orden:

2. Nombre del Empleador:

Virginia Agricultural Growers Association

3. Lugar y Direccion del Empleador:

4. Periodo de Empleo:
Del 5-28-10 Al 12-03-10

5. Horario del Trabajo:

Horas por dia 7 Número de días por semana 5-6

6. Cosecha y Pago:

Cosecha	Sueldo por Hora	Unidad da Pago por Producción	Unidad
Tobaco	\$7.25 up to \$9.02		

Calculo Anticipado del
Sueldo por Hora

Pago Adicional:

7. Labores a Desempenar en el trabajo:
Normales: ... tobacco. Pescar tobacco

Trabajar en los horneos de tabaco.

Laboras de tabaco.

Labores alternativas y pago por la primera
semana en caso de demora en la cosecha (vease
punto numero 12):

8. Transportation provided:

yes no X

9. Housing can accommodate number of people

Individual X family

10. Meals:

Provided: yes no X

If yes: cost per day

Workers must do their own cooking

yes X no

Deductions:

Type	Amount
Social Security	<u>XXX</u>
Income tax	<u>XXX</u>
Meals	<u> </u>
Transportation	<u> </u>
Tools	<u> </u>
Crewleader charges	<u> </u>

11. Notes to worker

A copy of the full job order is available for inspection in this office.

The employer has guaranteed your first week's wages unless he notifies the Job Service of a later starting date by 3-14-10. In order for you to be eligible for this guarantee, you must contact the Job Service office at

Virginia Employment Commission

South Boston, Va., Danville, Va. - P.O. Box 11087 - 24540
434-572-8674 434-549-8228

During the period of 3-14-10 / 3-20-10 any Job Service office will assist you in doing this.

8. Transportacion Proveida:

si no X

9. Vivendas Disponibles para personas

individuos X familias

10. Comidas Proveidas:

si no X

Si son proveidas, el costo por dia sera

Los trabajadores tienen que cocinar sus comidas si X no

11. Deducuciones:

Clase	Cantidad
Saguro Social	<u>XXX</u>
Impuestos Sobre Ingresos	<u>XXX</u>
Comidas	<u> </u>
Transportacion	<u> </u>
Herramientas y Maquinarias	<u> </u>
Sumas cobradas por el Contratista de Trabajadores Agricolas	<u> </u>

12. Notas Para El Trabajador

Una copia de la orden completa esta disponible en esta oficina para su inspección.

El empleador ha garantizado al pago por su primera semana de trabajo a menos que al notifique al Servicio de Empleos que la fecha de comenzar a trabajar sera traslada, y que . Para que ud. pueda tener derecho a esta garantia de pago, tendra que comunicarse con la Oficina del Servicio de Empleos en el

Virginia Employment Commission

South Boston, Va.

434-572-8674

durante el periodo del al cualquier oficina del Servicio de Empleo le asistira en hacerlo



Community & Human Services

Cancer Information

Services	800-422-6237
Cancer Research & Prevention	
Foundation of America	800-227-2732
Cancer Research Institute	800-992-2623
Christopher & Dana Reeve Foundation	800-225-0292
Compassion & Choices	800-247-7421
Crohn's & Colitis Foundation of America	888-694-8872
Cystic Fibrosis Foundation	800-344-1823
Danville Medicaid	434-799-6546
Danville Speech & Hearing Center	434-793-8255
Epilepsy Foundation	800-332-1000
Franklin County Health Department	540-484-0292
Goodwill Industries of Danville Area, Inc. & Book Store	434-792-2511
Health Center of the Piedmont	
Danville	434-791-1122
Martinsville	276-632-2966
Home Health Solutions	434-846-3300
LifeNet	757-464-4761
Or	800-847-7831
Huntington's Disease Society of America	800-345-4372
Juvenile Diabetes Research International	800-533-2873
Michael J. Fox Foundation for Parkinson's Research	800-708-7644
Muscular Dystrophy Association	800-344-4863
National Arthritis Foundation Hotline	800-283-7800
National Brain Tumor Foundation	800-934-2873
National Jewish Medical & Research Center	800-222-5864
National Kidney Foundation	800-622-9010
Parkinson's Disease Foundation	800-457-6676
Patrick County Developmental Center	276-694-6041
Patrick County Health Department	276-694-3188
Prevent Blindness America	800-531-2020
Virginia Department of Rehabilitative Services	540-899-4161

Hearing Aid Help Line

National AIDS Hot Line

800-342-2137

TTY/TDD

800-243-7889

National Domestic Violence

24-Hour Bi-lingual

Hot Line

800-799-7233

TDD

800-787-3224

National Herpes Hot Line

919-361-8488

National Immunization Information

Hot Line

800-232-2522

National Runaway Switchboard

24 Hour Hot Line

800-786-2929

TTY/TDD

800-621-0394

National STD Hot Line

800-227-8922

National Suicide Hot Line

800-273-8255

Housing/Homeless Services

Center for Community Change

877-777-1536

Danville & Pittsylvania County

Habitat for Humanity

434-793-6461

Danville Redevelopment & Housing Authority (RHA)

434-799-8380

Or

434-793-1222

Or

434-792-5544

TTY

434-791-1222

Martinsville & Henry County

Habitat for Humanity

276-647-7366

Martinsville Redevelopment & Housing Authority (RHA)

276-656-5190

Information Referral Services

American Cancer Society

800-227-2345

American Council for the Blind

800-424-8666

Blue Ridge Federation of the Blind

134-293-3550

National Center for Missing & Exploited Children

800-843-5678

National Center for Victims of Crime, Abuse & Domestic Violence, Rape, Information & Referral

800-394-2255

TTY/TDD

800-211-7996

National Pesticide Information Center

800-858-7378

Social Security Administration

800-772-1213

TTY

800-325-0778

United Way of Danville &

Franklin County Mental Health Services

Franklin County Mental Health Services

540-483-058

Martinsville/Henry County AML

276-957-123

Mental Health America

800-969-664

NAMI Danville Area

134-791-216

NAMI of Franklin County

540-334-253

National Alliance for Research on Schizophrenia & Depression

800-829-828

Alcoholics Anonymous

Danville Intergroup

434-799-1111

Mended Hearts, Inc.

888-432-7899

TOPS Club, Inc.

800-932-8677

Substance Abuse Services

Alcohol-Drug Treatment Referrals National (24 Hrs)

800-996-1784

Armed Services YMCA of the USA

800-597-1260

Ballard-Pruitt VFW Post 647

434-822-0042

Department of Veterans Affairs

800-827-1000

Fisher House Foundation

888-291-8560

Intrepid Fallen Heroes Fund

800-340-1576

This section is provided as a courtesy

Child Abuse & Neglect	800-230-6039
ChildHelp USA National Crisis Hot Line	800-292-0688
Girls & Boys Town National Hot Line	800-478-5000

Virginia Cooperative Extension	
Patrick County	276-694-3341
Or	276-694-3989
Pittsylvania County	134-432-7770
Or	134-432-7778
Or	134-432-7771
Or	134-432-7777

Community & Human Services



For organizations not listed, please consult the Yellow Pages of this directory.

Abuse/Victims' Services

Danville Victim/Witness Services	434-797-1635
Franklin County Victim/Witness Program	540-483-3092
Tartinsville Victim-Witness Program	276-403-5467
National Child Abuse Hot Line	800-422-4453
TDD	800-222-4453
Pittsylvania County Victim Witness Program	434-432-7854

AIDS/HIV Services

Elizabeth Glaser Pediatric AIDS Foundation	888-499-4673
Foundation for AIDS Research	800-392-6327
National AIDS Hot Line	800-342-2437
Arlington Access to Health Services	434-791-3630

Animal Services

Danville Area Humane Society, The	434-799-0843
Rocklin County Animal Control Shelter	540-483-7440
Tartinsville Animal Control Officer	276-638-8751
Rocklin-Henry County	276-638-7297
Rock County Animal Control	276-694-6094
Rocklin County Animal Control	434-432-7931

Children/Youth Services

Brothers Big Sisters of Danville Area, Inc.	434-792-3700
Girls Club of Danville Area	434-792-6617
Rock Terrace Unit	434-792-7899
Rockham Unit	434-792-6617
Rock View Unit	434-797-1435
Girls Club of Rocklin-Henry County	276-638-3921
Rock Unit	276-634-5800
Rock Unit	276-656-1171
Boys & Girls Clubs of America-Blue Ridge Martins Council 599	540-265-0656

Community/Social/ Human Services

Alzheimer's Association	800-272-3900
Arc of Central Virginia, The	434-845-4071
Center for Constitutional Rights	212-614-6464
City of Danville, Human Services Department	434-799-5232
Consumer Product Hot Line	800-638-2772
TTY	800-638-8270
Danville Division of Social Services, The	434-799-6543
Adoption/Adult Protective Services/ Family Services	434-799-6540
Food Stamps	434-799-6538
Danville Family YMCA	434-792-0621
Danville Pittsylvania Community Services	434-799-0456
Emergencies	434-793-4922
TTY	434-799-0198
Farm Aid	800-327-6243
Franklin County Department of Social Services	540-483-9247
Franklin County Perinatal Education Center	540-489-1800
Martinsville-Henry Department of Social Services	276-656-4300
Interfaith Alliance Foundation	800-510-0969
Kingsway Prison & Family Outreach	540-433-5658
Little Life Pregnancy Medical Center Office	434-836-5433
24-Hours	434-836-7000
March of Dimes Resource Center	888-663-4637
National Fraud Information Center	800-872-7000

Piedmont Community Services	540-483-7220
Franklin County	540-483-0582
Martinsville/Henry County	276-632-7128
Patrick County	276-694-4361
Pittsylvania County Department of Social Services	434-432-7281
Pittsylvania County Literacy Program	434-432-7789
Prison Fellowship Ministries	877-478-0100
STEP, Inc.	540-483-5142
Patrick County Office	276-694-2239
Patrick County Weatherization Office	276-694-6228
YMCA of the United States	800-872-9622

Counseling Services

Center for Brief Counseling	540-548-1771
Crossroads Christian Counseling Center	434-791-2767
Parental Abduction Mediation	800-292-9688

Disability Services

Guide Dog Foundation for the Blind	800-548-4337
Helen Keller International/ Childsight	877-535-5374

Emergency Assistance/ Crisis Intervention

American Red Cross Martinsville-Henry County Chapter	276-632-5127
Roanoke Valley Chapter	540-985-3535
Danville Fuel Assistance & Cooling Program	434-799-6543
Danville Life Saving & First Aid Crew, Inc.	434-792-2739
Mission Center, The	276-632-0550
Poison Control	800-222-1222
Salvation Army, The	276-638-7259

Family Services

Forever Families Adoption Services	540-341-4679
Franklin County Family Resource Center	540-483-5088
Hot Line	540-483-1234

Health Services

Emergency Room	276-638-8944
American Kidney Fund	866-300-2900
Arc of Central Virginia, The	434-845-4071
Cancer Care	800-813-4673

GROWERS REQUESTING WORKERS FOR Tobacco/Produce/Hay 05/28/10 to 12/03/10

		NO OF WORKERS
4	Adkerson, Ricky 9821 Franklin Turnpike Dry Fork, Va. 24549 Pittsylvania County 434-724-6364	4
5	Adkins, Shelby W. 3213 Sago Rd. Penhook, Va. 24137 Franklin County 540-576-2538	3
7	Adkins, Sanford J. 3517 Burton Lake Rd. Chatham, Va. 24531 Pittsylvania County 434-927-5586	4
13	Adkins, Rufus P. O. Box 262 Blairs, Va. 24527 Pittsylvania County 434-793-3905	4
8	Alderson, L. Patton 1453 Alderson Rd. South Boston, Va. 24592 Halifax County 434-793-4025	3
573	Allgood, Walter 534 Wooden Bridge Rd. Baskerville, Va 23915 Mecklenburg County 434-689-2931	4

NO OF WORKERS

16	Amos, Taylor Ray 3247 Circle Creek Rd. Penhook, Va. 24137 Pittsylvania County 540-576-2949	3
14	Amos, Jr., John H. 236 Mountain Drive Callands, Va. 24530 Pittsylvania County 434-724-4136	5
12	Anderson, Don L. 304 Forest Dr. South Boston, Va. 24592 Halifax County 434-575-8584	4
11	A & F Farms Angell, Johnny 976 Potters Creek Rd. Penhook, VA 24137 Franklin County 540-576-2113	2
28	Arrington, Reginald 1983 Highway 58 Buffalo Junction, Va. 24529 Mecklenburg County 434-374-4849	3
17	Atkinson, Keith 10321 Halifax Rd. Java, Va. 24565 Pittsylvania County 434-432-0304	5
18	Avery, William R. 23219 Shippings Rd. McKenney, Va. 23872 Dinwiddie County 804-478-4853	2

NO OF WORKERS

19	Bacon, John R. 774 Reedy Branch Rd. Kenbridge, VA 23944 Lunenburg County 434-676-8347	8
21	Bailey, Malcolm L. 606 Bailey Rd. Keysville, VA 23947 Lunenburg County 434-736-8349	8
22	Bailey, Michael 571 Bailey Rd. Keysville, Va. 23947 Lunenburg County 434-736-9859	4
25	Barksdale, S. Eric 1185 Mt. Calvary Rd. Brookneal, Va. 24528 Campbell County 434-376-3646	4
602	Barnard, K. F. 5130 Cedar Lane Amelia, Va. 23002 Amelia County 804-561-3360	2
30	Barnes, Charles E. 19205 Bolsters Rd. Stony Creek, VA 23882 Dinwiddie County 804-478-4792	3
551	Barts, Larry 2404 Laurel Grove Rd. Sutherlin, Va. 24594 Pittsylvania County 434-822-7087	6

NO OF WORKERS

34	Bass, Terry W. 732 Fall Creek Rd. Ringgold, Va. 24586 Pittsylvania County 434-822-7600	2
41	Betterton, James 2162 Felix Road Nathalie, Va. 24577 Halifax County 434-349-3021	7
401	Bing & Sons, J. F. 10365 Buggs Island Rd. Baskerville, Va. 23915 Mecklenburg County 434-689-2850	1
39	Blair, Byron 1249 Harmony Rd. Gretna, Va. 24557 Pittsylvania County 434-335-5227	2
45	Blair III, Wade T. 2535 Hinesville Rd. Danville, VA 24541 Pittsylvania County 434-685-1371	3
46	Bledsoe, John C. 440 Tweedside Lane Blackstone, VA 23824 Nottoway County 434-292-6692	5
40	Boose, Thomas 5263 Hungreytown Rd. Blackstone, Va. 23824 Nottoway County 434-292-7740	4

NO OF WORKERS

54	Bowen Farms Bowen, Steven B. 2151 Bowen Rd. Virgilina, Va. 24598 Halifax County 434-585-1478	3
57	Brandon, Jr., Sidney J. 140 Danieltown Rd. Dundas, Va. 23938 Brunswick County 434-676-8465	4
58	Brankley, Keith 599 Brankley Rd. Skipwith, Va. 23968 Mecklenburg County 434-372-3733	6
59	Brown, James H. 1229 Neals Corner Rd. Clover, Va 24534 Halifax County 434-454-7664	3
60	Brown, Jimmy W. 6625 Blue Ridge Drive Hurt, Va. 24563 Pittsylvania County 434-656-6737	2
63	Bryant, III, Clarence D. 200 Snakepath Rd. Blairs, Va. 24527 Pittsylvania County 434-836-3737	5
71	Callahan, Eddie 3918 Skyline Rd. South Hill, Va. 23970 Mecklenburg County 434-447-7407	3

NO OF WORKERS

65	Carr, Phillip Barry 1170 Clarkton Rd. Nathalie, Va. 24577 Halifax County 434-349-1176	3
75	Church, Craig 2059 Goodes Rd. Sutherlin, Va. 24594 Halifax County 434-753-1136	5
78	Clark, Steve 712 Arbor Lane Clarksville, Va. 23927 Mecklenburg County 434-374-2673	2
76	Clary, B. Carl 1815 Kress Rd. Rawlings, Va. 23876 Brunswick County 434-949-7808	3
77	Clary Farms Inc. Clary, Pam F. 6467 Union Level Rd South Hill, VA 23970 Mecklenburg County 434-447-7842	6
540	Collie, Tommie & Jimmy 1364 Ringgold Church Rd. Ringgold, Va. 24586 Pittsylvania County 434-822-6646	6
74	Comer, Garland A. 2083 Ridge Rd. Vernon Hill, VA 24597 Halifax County 434-476-6213	2

NO OF WORKERS

88	Cook, Denton 3281 Piney Rd. Gretna, Va. 24557 Pittsylvania County 434-656-6677	4
89	Cooper, C. A. 135 Midnight Lane Martinsville, Va. 24112 Franklin County 276-632-9176	4
90	Corum, A. Neil 3034 Antioch Rd. Warfield, Va. 23889 Brunswick County 434-949-7801	2
102	Dalton, Gary R. 1528 Blue Stone Creek Rd. Red Oak, VA 23964 Mecklenburg County 434-372-0311	4
378	Devin, William B. P. O. Box 40 Wylesburg, Va. 23976 Charlotte County 434-735-8725	2
625	Dianis, George B. 938 Deerfield Rd. Emporia, VA 23847 Greenville County 434-634-2531	4
113	Duncan, Jr., Richard E. 2241 Cody Rd. Nathalie, Va. 24577 Halifax County 434-349-6764	4

NO OF WORKERS

557	Easley, W. Lanier 1949 Easley Rd. Chatham, VA 24531 Pittsylvania County 434-432-8545	3
125	Edwards, Jr., James H. P. O. Box 98 Chatham, Va. 24531 Pittsylvania County 434-432-7231	7
124	Elliott, Robert C. 297 Sunset Drive Dry Fork, Va. 24549 Pittsylvania County 434-724-7212	8
130	White Oak Mountain Farms Emerson, Ray 2348 Hopewell Rd. Dry Fork, Va. 24549 Pittsylvania County 434-250-8163	4
134	Emerson, Clarence A. 333 Emerson Rd. Dry Fork, Va. 24549 Pittsylvania County 434-724-4601	4
129	Slab Town Farms LLC Eubank, Susan S. 14432 Hardways Mill Rd. Dinwiddie, Va. 23841 Dinwiddie County 804-469-3333	5
569	Old Hickory Farms Inc. Everett, Lance V. 26819 Courthouse Rd. Stony Creek, VA 23882 Dinwiddie County 804-478-4549	3

NO OF WORKERS

609	Fajna, Jr., J. Ludwig 4270 Purdy Rd. Emporia, Va. 23847 Greenville County 434-634-9024	3
539	Farrar, Wylie H. 992 Baskerville Rd. Baskerville, Va. 23915 Mecklenburg County 434-689-2290	4
622	Farson, Michael S. 1130 Waltman Trail Vernon Hill, Va. 24597 Halifax County 434-476-6907	2
136	Felker III, Daniel G. 2970 Abilene Rd. Charlotte Ct.Hs., VA 23923 Charlotte County 434-223-1884	4
135	Ferrell, Billy E. 112 Morgan Rd. Wylliesburg, VA 23976 Charlotte County 434-735-8180	5
139	Ferrell, Louis T. 7137 Mountain Rd. Halifax, Va. 24558 Halifax County 434-476-7683	2
137	Finch, Dillard H. (Danny) 9121 Spring Garden Rd. Blairs, Va. 24527 Pittsylvania County 434-835-0161	5

NO OF WORKERS

148	Francis, Randy T. 1705 Waddell Nelson Rd. Charlotte Ct.Hs., VA 23923 Charlotte County 434-233-3130	5
144	Fuller, T. J. 3501 Old Mine Rd. Gretna, Va. 24557 Pittsylvania County 434-656-3917	2
146	Garter, Jr., A. G. 15511 Emerald Rd. Stony Creek, Va. 23882 Sussex County 434-246-6010	2
150	Glasscock, Charles 26241 Bell Rd. Amelia, Va. 23002 Amelia County 804-561-5958	4
156	Green, Bryant A. 6505 Hicksboro Rd. Oxford, NC 27565 Granville County 252-492-4460	3
157	Greene, Jr., Eugene R. 940 Sandy Fork Rd. Buffalo Junction, Va. 24529 Mecklenburg County 434-374-2426	3
160	Gregory, Jr., James B. 789 Henrys Mill Rd. Java, VA 24565 Pittsylvania County 434-432-1511	6

NO OF WORKERS

162	Griffin, Sam G. P. O. Box 36 Freeman, Va. 23856 Brunswick County 434-848-4591	1
158	Griles, Leonard R. 450 Public Fork Rd. Randolph, Va. 23962 Charlotte County 434-735-8782	6
171	Haskins, Kenneth 1589 Old Mine Rd. Chatham, Va. 24531 Pittsylvania County 434-656-1156	2
180	Hightower, Jr., John D. 3502 Hutcheson Rd. Baskerville, Va. 23915 Mecklenburg County 434-447-3640	3
189	Hodnett, Jack 548 Hillside Drive Ringgold, Va. 24586 Pittsylvania County 434-822-6022	2
186	Holley Bros. Holley, Monte 5809 Irish Rd. Chatham, Va. 24531 Pittsylvania County 434-724-7503	3
404	Howard, Linda 54 Hebron Church Rd. Saxe, Va. 23967 Charlotte County 434-735-8370	4

NO OF WORKERS

197	Howerton, Billy 1240 Clifton Rd. Rawlings, Va. 23876 Brunswick County 434-949-7666	5
196	Hudson, Thomas C. 1155 Melon Rd. Alton, Va. 24520 Halifax County 434-753-1400	4
414	Hudson, Hilton 1008 White Lane Alton, Va. 24520 Halifax County 434-753-6710	5
202	Hutcherson, David R. 268 Hutcherson Rd. Gretna, Va. 24557 Pittsylvania County 434-335-5134	2
205	Inge, J. W. 807 Valentine St. Gasburg, Va. 23857 Brunswick County 434-577-9419	4
206	Ingram, David T. 15957 Old Richmond Rd. Keeling, Va. 24566 Pittsylvania County 434-797-9829	6
183	Jamerson, Randolph 1272 Fruitridge Drive Penhook, Va. 24137 Pittsylvania County 434-927-5563	4

NO OF WORKERS

220	Big Fork Farms Jones, David 6874 Highway One Bracey, VA 23919 Mecklenburg County 434-689-2672	6
223	Jones, Neil S. 437 Clifton Rd. Rawlings, Va. 23876 Brunswick County 434-949-7018	5
227	Jones, Bruce G. 2870 Mud St. Concord, VA 24538 Campbell County 343-352-8120	4
229	Kelley, III, J. Thomas 1885 Moons Rd. Long Island, Va. 24569 Pittsylvania County 434-324-8587	4
575	Moon, James W. 3937 Level Run Road Hurt, Va. 24563 Pittsylvania County 434-324-4121	
226	Lacks, Douglas E. 303 Keilleysville Rd. Red Oak, Va. 23964 Charlotte County 434-735-8484	3
228	Lacy Farms, Inc. Lacy, Dan 1225 Love Shop Rd. Halifax, Va. 24558 Halifax County 434-575-5892	4

NO OF WORKERS

603	Lawrence, Eddie C. 101 Lawrence Rd. Spencer, Va. 24165 Patrick County 276-694-6839	4
619	Lewis, Danny W. 1436 Farmers Rd. Gretna, Va. 24557 Pittsylvania County 434-335-5458	6
239	Ligon, William Carl 3278 Brankley Rd. Chase City, Va. 23924 Mecklenburg County 434-372-5415	2
241	Ligon, Terry 5175 Hwy 58 Buffalo Jct., Va. 24529 Mecklenburg County 434-374-8926	4
238	Link, Ray L. P. O. Box 1 Alton, Va. 24520 Halifax County 434-753-2301	1
243	W & A Farms, LLC Lynch, Wylie 8937 Dry Bread Rd. Lawrenceville, VA 23868 Brunswick County 434-577-9248	5
261	Martin, Robert F. 1293 Little Cub Rd. Pamplin, VA 23958 Appomattox County 434-248-6780	6

NO OF WORKERS

272	Mason, John C. 2614 Wickliffe Rd. Brookneal, Va. 24528 Campbell County 434-376-2481	2
252	Mayhew, Tony L. 1929 Climax Rd. Chatham, Va. 24531 Pittsylvania County 434-432-4458	2
260	Meadows, Leon C. 5049 Halifax Rd. Chatham, Va. 24531 Pittsylvania County 434-432-8447	3
262	Mitchell, David 5445 Barn Rd. Penhook, Va. 24137 Franklin County 540-576-2834	2
116	Moore, Terry A. 2609 Callands Road Chatham, Va. 24531 Pittsylvania County 434-432-0594	2
264	Moore, M. F. 1032 Gegg Rd. Dundas, Va. 23938 Lunenburg County 434-676-2910	4
267	Moser, Jerry 3176 Java Road Java, Va. 24565 Pittsylvania County 434-432-1435	4

NO OF WORKERS

268	Moser, Ricky 13221 Chatham Rd. Java, Va. 24565 Halifax County 434-349-6266	5
269	Motley, Archie Lee 6021 Strader Road Chatham, Va. 24531 Pittsylvania County 434-656-1360	3
279	Napier, Timothy C. 7980 George Washington Hwy Keysville, VA 23947 Charlotte County 434-736-9717	5
274	Nelson, John C. 3054 Nelson Church Rd. Nelson, Va. 24580 Mecklenburg County 434-374-2786	3
277	Nunn, Glenn P. 11091 Bill Tuck Hwy Virgilina, Va. 24598 Halifax County 434-575-7822	4
290	Owen Farm, Inc. Owen, Melvin 1261 Owen Road Blairs, Va. 24527 Pittsylvania County 434-836-2308	7
572	Owen, Stanley 240 Owen Rd. Blairs, Va. 24527 Pittsylvania County 434-836-3624	5

NO OF WORKERS

43	Parham, Calvin & Preston 24611 Parham Lane Petersburg, Va. 23805 Dinwiddie County 804-733-4089	4
296	Parrish, Jr., Charles H. 2968 Fairview Road Dundas, Va. 23958 Lunenburg County 434-676-3403	3
595	Parrish, Jr., Joseph A. 809 Old Tobacco Drive Dolphin,, Va. 23843 Brunswick County 434-949-7022	7
299	Parsons, David C. 689 Shellhorse Rd. Chatham, Va. 24531 Pittsylvania County 434-432-8590	4
298	Pell, Robert H. 19904 Cox Rd. Sutherland, Va. 23885 Chesterfield County 804-265-3819	2
291	Pittard III, Andrew 999 Cow Road Buffalo Junction, Va. 24529 Mecklenburg County 434-374-0538	3
303	Powell, A. Layton 280 Powell Lane Keysville, Va. 23947 Lunenburg County 434-736-9600	5

NO OF WORKERS

305	Powell, Kenny 8747 Brink Rd. Emporia, Va. 23847 Greenville County 434-634-9199	3
306	Powell Farms Powell, L. Anthony 3102 Mercy Seat Rd. Sutherlin, Va. 24594 Halifax County 434-753-2424	3
311	Pritchett, Aubrey R. 1052 Medical Center Rd. Danville, Va. 24540 Pittsylvania County 434-724-4671	1
779	White, William S. 5717 Whitmell School Rd. Dry Fork, Va. 24549 Pittsylvania County 434-685-4456	
314	Pruitt, Judy 7325 Spring Garden Rd. Blairs, Va. 24527 Pittsylvania County 434-836-1914	3
322	Puryear, Edward 578 Rocky Road Baskerville, Va. 23915 Mecklenburg County 434-372-5805	5
316	Pyron, John A. 11904 Old Richmond Rd. Keeling, Va. 24566 Pittsylvania County 434-797-3928	4

NO OF WORKERS

318	Ragsdale, John N. 1669 Riceville Rd. Java, Va. 24565 Halifax County 434-432-8115	4
326	Reese Farms Reese, Hudson 8125 J D Hagood Memorial Scottsburg, Va. 24589 Halifax County 434-454-6302	7
327	Reynolds, Gary L. 1821 Danburg Rd. Penhook, Va. 24137 Franklin County 540-576-3325	4
142	Robertson, Roger Lee 736 Moore's Drive Hurt, VA 24563 Pittsylvania County 434-324-8373	2
344	R. J. Farms, Inc. Robertson, Robert 2664 Bennett Circle Keeling, Va. 24566 Pittsylvania County 434-822-1541	5
347	Robertson, Edwin (Eddie) P. O. Box 651 Axton, Va. 24054 Henry County 276-650-8723	5
578	Robertson, John Jerry 2232 Robertson Rd. Hurt, Va. 24563 Pittsylvania County 434-324-4232	2

NO OF WORKERS

623	Robinson, Mike 2498 Otterdam Rd. Emporia, Va. 23847 Greenville County 434-634-3500	6
191	Rogers, Hugh 5112 Lennie Road McKenney, Va. 23872 Dinwiddie County 804-478-4631	3
351	Rutledge, Warren J. 445 Rutledge Rd. Red Oak, Va. 23964 Charlotte County 434-735-8515	2
555	Shelton, Timothy L. 3804 Dry Fork Rd. Dry Fork, VA 24549 Pittsylvania County 434-432-9284	6
386	Simpson, Averett R.(Russ) 1373 Pickaway Rd. Vernon Hill, Va. 24597 Pittsylvania County 434-432-2336	5
363	Smith, Shannon T. 3131 Burton Rd. Amelia, VA 23002 Amelia County 804-561-5264	5
361	Sparks, Stacy 1596 Kerns Church Rd. Sutherlin, Va. 24594 Halifax County 434-822-6564	3

NO OF WORKERS

368	Spell, Larry S. 3060 Brooklyn Rd. Sutherlin, VA 24594 Halifax County 434-822-5946	3
367	Stowe, W. D. 165 Stowe Lane Dry Fork, Va. 24549 Pittsylvania County 434-724-4181	5
370	Swanson, Roy 1420 Sailors Crk. Rd. Callands, Va. 24530 Pittsylvania County 434-724-7524	2
374	Tackett, Mitchell "Mitch" K. 887 Cedar Grove Rd. South Hill, Va. 23970 Mecklenburg County 434-689-2583	2
380	Thomas, Donald F. 2226 Planters Road Lawrenceville, Va. 23868 Brunswick County 434-848-3310	3
381	T. & T. Farm, LLC Thomas, Samuel O. 1935 Bright Leaf Rd. Lawrenceville, Va. 23868 Brunswick County 434-848-2519	4
85	Townsend, Claude V. 18401 Old Cryors Rd. Mc Kenney, Va. 23872 Dinwiddie County 804-478-5728	3

NO OF WORKERS

390	Turner Family Farms LLC Turner, Donald E. 21903 White Oak Road Petersburg, VA 23803 Dinwiddie County 804-861-2743	3
397	Vaughn, Jeffrey W. 7436 Slatesville Rd. Keeling, Va. 24566 Pittsylvania County 434-793-4075	6
408	Walker, J. Grey 2936 Carters Point Rd. Buffalo Junction, Va 24529 Mecklenburg County 434-374-8324	5
549	Walker, Danny A. 657 Mountain Drive Callands, Va. 24530 Pittsylvania County 434-724-4454	2
406	Wallace, R. Edward 1212 Friendship Church Rd. Drakes Branch, Va. 23937 Lunenburg County 434-736-8913	8
713	Hazlegrove, J. A. 1571 Stoney Point Rd. Farmville, Va 23901 Cumberland County 434-392-4569	
407	Wallace, Sr., Spencer B. 4407 White Oak Rd. Blackstone, Va. 23824 Dinwiddie County 804-478-4789	5

NO OF WORKERS

405	Waller Bros. Farms Waller, Ronnie L. 3098 Golden Leaf Rd. Nathalie, Va. 24577 Halifax County 434-349-3694	5
449	Warren, William M. 24837 Highway 47 South Hill, Va. 23970 Mecklenburg County 434-447-4017	2
410	Washburn, Roger H. 87 Ferguson Drive South Hill, Va. 23970 Mecklenburg County 434-447-8561	2
654	Wells, F. Michael 1838 Baskerville Rd. Baskerville, Va. 23915 Mecklenburg County 434-689-2428	3
424	Whitlow, Earl T. 1065 Countryside Drive Ringgold, Va. 24586 Pittsylvania County 434-822-7094	3
425	Wiles, Jr., Sanford V. 345 Wiles Road Ringgold, Va. 24586 Pittsylvania County 434-822-5707	4
765	Wiles, Sr., Sanford V. 225 Wiles Rd. Ringgold, Va. 24586 Pittsylvania County 434-822-7779	

NO OF WORKERS

426	Wilkerson, Carroll 1892 Wilkerson Rd. Ringgold, Va. 24586 Pittsylvania County 434-822-7817	1
427	Wilkinson, W. S. 2599 Busy B. Road South Hill, VA 23970 Mecklenburg County 434-447-8149	5
428	Williams, David A. 441 Gentlemans Ridge Rd. Blairs, Va. 24527 Pittsylvania County 434-799-6871	7
430	Williams, Della G. 1573 Starkey Rd. Gretna, Va. 24557 Pittsylvania County 434-335-5350	2
435	Willis & Sons, LLC Willis, W. T. 13320 Franklin Turnpike Dry Fork, Va. 24549 Pittsylvania County 434-724-4505	5
439	Witcher, Elvis 9470 Sontag Rd. Rocky Mount, Va. 24151 Franklin County 540-483-4887	8
441	Shady Oaks Fm. Wray, Aubry E. 3834 Wyatts Mill Rd Jarratt, Va. 23867 Sussex County 434-634-5286	5

NO OF WORKERS

442	Wright, W. Edward 2107 Dry Bread Road White Plains, Va. 23893 Brunswick County 434-577-2145	6
445	Wyatt, William F. 848 Deer Track Farm Rd. Gretna, Va. 24557 Pittsylvania County 434-335-5533	3
448	Yates, Randy M. 8348 U.S.Hwy. 29 Blairs, Va. 24527 Pittsylvania County 434-836-0173	5
114	Younger, Mary Sue 12194 L.P. Bailey Hwy. Nathalie, Va. 24577 Halifax County 434-349-3473	3
	Grand Total Workers to Certify:	648